

COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY
Executive Committee Meeting
10:30 AM – 12:00 PM, Friday, September 15, 2017
North End Center, RM 2420

MINUTES

PRESENT: Menah Pratt-Clarke, N. Arthur (for Kelly Oaks), Pamela Vickers (for Lisa Wilkes), Patty Perillo, David Clubb, Tom Brown, Pamela Vickers, Josh Iorio (for Julie Ross), Jennifer Nardine, Erika Meitner, Matthew Gabriele, James Venable, Melanie Darden, Sandra Muse, James Spotila, Ellington Graves, John Gray Williams, Khaled Hassouna, Mae Hey, Gabby Marquez, Rosemary Goss, Christa Miller, Elizabeth Spingola, Christine Tysor, Deyu Hu, Robin Queen, Kimberley Homer, Valencia Turner, Talha Khan (for Mayank Periwal), Michele Waters, Chris Saunders.

ABSENT: Jack Finney, Robin Lawson, Tamuki Sato

GUESTS: Marcie Bishop, Alexa Parsley

WELCOME

Deyu welcomed members and set two goals of the meeting: to meet and get know one another, and to ensure new members knew the purpose and functions of CEOD.

STATUS OF MEMBERSHIP / FY2018 APPOINTMENTS

The new confirmed appointments to CEOD are Christine Tysor, Michele Waters, Melanie Darden, Christa Miller, Elizabeth Spingola, Valencia Turner, Kimberley Homer, Ellington Graves, Julie Ross, James Spotila, Matthew Gabriele, and Mayank Periwal. The memberships to be confirmed are The Commission on Administrative and Professional Faculty Affairs, The Commission on Staff Policies and Affairs, The Commission on Student Affairs, The Graduate Student Assembly, and The Council of International Student Organizations.

OFFICE FOR INCLUSION AND DIVERSITY PRESENTATION AND UPDATES

Dr. Pratt-Clarke presented on Virginia Tech diversity-related organizations to help the group conceptualize the structure of diversity and inclusion at our university and provided the definition of InclusiveVT: committed to Ut Prosim (*that I may serve*) in the spirit of community, diversity, and excellence.

She also provided explanations of different operational structures aligning with this vision. Committees are engaged in programming and outreach, caucuses are comprised of faculty, and alliances are both faculty and students.

There are four main groups established to advance both faculty and student diversity on campus: AdvanceVT, which is a committee of faculty members charged with helping to diversify the faculty; InclusiveVT, which is comprised of both faculty and student representatives who are partnered with their colleges to raise awareness to issues of campus climate; Student Success Advocate, which is a liaison with student success working groups; and diversity committees, which are focused on local programming and outreach.

Dr. Pratt-Clarke concluded her presentation with an explanation and discussion of an office plan sheet which lists different committees and workgroups that fall under the President and Provost's office, the Office for Inclusion and Diversity, University Governance, key campus initiatives, key campus units, and key InclusiveVT initiatives for the 2016-2017 academic year.

WORKGROUPS FOR FY 2017-2018 YEAR

Each workgroup had the opportunity to explain their purpose and role.

The Diversity in Academic Mission workgroup, chaired by Ellington Graves, is centered around Pathways and involves dealing with diversity and inclusion in general education. A few things he mentioned in particular are Pathways curriculum, dealing with hate and bias, climate surveys, and equity and social disparity and the human condition.

The Human Resources (HR) workgroup, chaired by Lisa Wilkes, seeks to create an inclusion workplace, being part of the overall HR transformation process: using CEOD to review programs and procedures to ensure inclusivity; providing a working group that can provide guidance to overall disability awareness, understanding of accessibility across campus, and reviewing / making suggestions regarding policies and procedures that may need to be advised to ensure campus accessibility is a priority. This workgroup will be involved in HR initiatives, staff participation, and disability & compliance work.

The Governance and Recognition workgroup, chaired by Marcy Schnitzer, is geared to help identify who should be recognized for the Principles of Community Awards; defining caucuses, thinking about their formality in terms of membership structure, voting, bylaws, etc; actually serving in a representative way. CEOD is a very large commission and this is an opportunity to think through commission size and representation.

There was an opportunity for CEOD members to circle around to each workgroup to ask questions, clarify understanding, and add other tasks each group might want to work on.

HOUSEKEEPING

1. Send nominations or self nominations for **Vice Chair** to Deyu at dhu@vt.edu. The meetings are generally on Monday's but this meeting needed to accommodate the September Board of Visitors meeting.
2. The room is booked from 12 PM – 1 PM for workgroups on meeting days.
3. The CEOD Canvas site is a good resource to access materials, collaborate with work groups, etc.
4. Please send any additional feedback to Deyu at dhu@vt.edu.

AGENDA FOR NEXT MEETING

1. Caucus and organizations' report – tell us the following:
 - a. Mission/goals
 - b. The year's top three (3) priorities
 - c. How these priorities are related to CEOD
2. Members are welcome to suggest items to be on next meeting's agenda.

MEETING ADJOURNMENT

The meeting was adjourned at 12:01 PM. The next meeting will be on October 9th from 10:30 AM – 12:00 PM in the Graduate Life Center (GLC) Room B. The workgroups will have the hour afterwards to convene.

Respectfully Submitted,

Alexa Parsley
Recording Secretary, Commission on Equal Opportunity and Diversity